

Department Development Plan 2023-24

Subject: Careers

Head of Subject: Jo Dukes

Line Manager: MGE

Date Completed: September 23

Objective	How will targets be achieved? E.g. resources, CPD, strategies	Who	Review				What has the impact been?
			Oct	Mar	June	Sept	
1) Establish new working practices within SJF and review practice within the Associated Sixth Form with regard to the delivery of effective CEIAG and monitoring	<ul style="list-style-type: none"> - Establish the department at SJF - Increase interactions with SJF based students - Update all relevant policies - Write and implement a comprehensive CEIAG programme - Improve Compass evaluation scores 	JD SR MF HJ SHJ					
2) Further working towards meeting the recommendations of the Gatsby Benchmarks for Good Careers Guidance	<ul style="list-style-type: none"> - Further developing key stakeholder relationships - Further development of resources to enable all staff to engage in CEIAG activities across the school 	JD, SR, HOY					
3) To further develop curriculum learning to careers within each subject area (Benchmark 4)	<ul style="list-style-type: none"> - Work with department Careers Champions to further develop cross-curricular careers learning - Review cross subject audit data - Visibility across the school - careers displays in key areas 	JD, SR					
4) Raise awareness of WEX opportunities and increase participation across KS4 and KS5	<ul style="list-style-type: none"> - Review and update WEX policies in line with best practice, with reference to safeguarding - Review WEX process and documentation, including monitoring and evaluation - Encourage student self-reflection regarding benefits of engaging in WEX activities 	JD, SR, MF					
5) Develop awareness of transition opportunities across KS3-5	<ul style="list-style-type: none"> - Ongoing CPD - Continuing to provide access to all alternative training and education providers - HE/FE/apprenticeship providers/employers to engage with students - Regular newsletter with links to both local and national events and opportunities 	JD, SR					
6) Review polices, programmes and resources in line with latest initiatives	<ul style="list-style-type: none"> - Updates CEIAG policies, including provider access policy - Review Gatsby benchmarks to identify areas to develop - Review KS3, KS4 and KS5 newsletter 	JD, SR, MF					
7) Review processes of CEIAG monitoring and evaluation	<ul style="list-style-type: none"> - Compass evaluations - Annual evaluation of Careers Programme across KS3-5 – student voice, and all external stakeholders 	JD, SR, MF					